



## WEEKLY TEAM SUMMARY REPORT

### TEAM: Workforce Training

Meeting: April 15, 2009

#### Attendees:

Carolyn Gatz, Co-Chair, Making Connections  
Michael Gritton, Co-Chair, KentuckianaWorks  
Linda Beattie, Spalding University  
Allison Botula, Louisville Metro CAP  
Kimberly Boyd-Lane, Goodwill Power of Work  
Mary Cleary, Jewish Family & Career Services  
Tom Davisson, Sullivan University  
Kim Dees, Kentucky Hospital Association  
Kevin Fields, Louisville Urban League  
John Fleming, Louisville Community Initiative  
Brooke Ha, Boat People S.O.S.  
Jeff Hollis, Goodwill Industries of Kentucky  
Mary Ann Hyland-Murr, JCTC  
Nicole Ivory, Office of Youth Development  
Okemia Jones, National TRA  
Edgardo Mansilla, Americana Comm. Center  
Mary Elizabeth Miles, Louisville Metro CAP  
Daro Mott, Louisville Metro  
Susan Neumayer, Louisville Metro

Lydia Reid, GLI  
Artie Robertson, Louisville Urban League  
Juanita Sands, Louisville Urban League  
Jan Sherrell, Metro United Way  
Julie Skoskie, JCPS Adult Ed  
Diane Tobin, Spalding University  
Susan Vessels, 4-C  
Mary Gwen Wheeler, Louisville Metro  
Becki Winchel, Coalition for the Homeless  
Linda Zundel, Metro Corrections

#### Staff:

Kitty Armstrong, KentuckianaWorks  
Anna Mulvey, KentuckianaWorks  
Alysia Ross, KentuckianaWorks

#### Meeting Discussion:

Michael Gritton reported that the KentuckianaWorks Strategic Opportunities Committee had that morning signed off on the proposal to structure an RFP for up to \$650,000 for one-year pilot projects based on the Louisville At Work team's identification of key components needed to more effectively serve low-skill, low-wage workers, and other populations such as ex-offenders and immigrants and refugees.

That amount was set based on guidance from the state received at the end of the previous week that potentially limits the usual practice of transferring 20-30% of Dislocated Worker funding into WIA to meet the higher demand for WIA training. That change reduced the potential funding for pilots to \$650,000 from the \$1.2 million that the committee had been working with previously. The co-chairs said that KentuckianaWorks and the Mayor's Louisville At Work team will pursue this issue further with the goal of regaining that flexibility prior to conclusion of the RFP process.

The committee revisited the themes or components that will shape the RFP. Several questions revolved around the issue of whether the RFP will require incorporation of all of the components identified by the

Team or only some. In particular, community based groups questioned whether it will be necessary to include formal skill training as part of any proposed program responding to the RFP. Because of the tight timeframe in which ARRA funding under WIA and Dislocated Worker revenue streams must be spent, the suggestion was that programs funded be considered “pilots” to test out new approaches and established as short-term projects.

Michael Gritton talked about a foundational strategy for Dislocated Worker funding revolving around marketing the opportunity for job training, including the need to streamline the process, signage and customer-service model to reach laid-off workers. Plans are underway to better connect laid-off workers through more customer-focused signage and materials, improved customer-flow and targeted outreach at the One-Stops, beginning with 6<sup>th</sup> & Cedar.

KentuckianaWorks Program Manager Alysia Ross reviewed ARRA and WIA guidelines for Adult job training. Several key points were the emphasis on serving low-income, displaced and under-skilled adults. Priority of service must be given to low-income individuals and recipients of public assistance, with the highest priority given to veterans in those categories. Overall training enrollments are expected to increase as a result of the funding. Various types of training are allowable under WIA, including Occupational skills training, On-the-job training, Skill upgrading and retraining, and others.

Julie Scoskie reported on I-Best, a national model for integrating adult education upgrades with career training for high-demand occupations. Ms. Scoskie also shared information regarding a website that describes national models like I-Best.

The committee reaffirmed its consensus around the issuance of an RFP for pilot WIA projects based on the six principles listed below, with the option of including ESL and ex-offender populations as targets.

- ◆ Intensive community outreach and recruitment or marketing targeted at low-income communities
- ◆ Effective job-readiness or “soft skills” training or coaching
- ◆ Training and skill-building linked to real jobs and involving employers
- ◆ Including job opportunities generated as a result of ARRA funding
- ◆ Include benefit coordination (such as [earnbenefits.org](http://earnbenefits.org)) and work supports (leveraging resources from other funding streams)
- ◆ Follow-up coaching for job retention and advancement
- ◆ In addition to low-income workers, potentially serve special populations:
  - Limited English speakers, immigrants and refugees
  - Ex-offenders

Further discussion clarified that WIA eligibility requirements and outcome measures related to job placements and wage gains would be required for the pilots.

Several members discussed an interest in continuing the forum that has been established through the ARRA Louisville At Work team meetings, particularly as a vehicle for building new collaborations and partnerships across the public and non-profit workforce development providers. Committee members also expressed interest in exploring new partnerships in order to present more comprehensive proposals in response to the RFP when it is issued.

**Next Meeting:**

April 29, 2009 – 3:00 - 4:30 p.m. – Spalding University, Academic Center Board Room, 2<sup>nd</sup> Floor.

